Joining Forces

Human Resources IPT Transition Task Force (HRIPT TTF)

IT Conference October 2003

Executive Agent: MG Dorian Anderson
TF Director: Ms Betty Throckmorton

1

SUPPORTING THE ARMY'S VISION

PEOPLE

READINESS

TRANSFORMATION

Governance and Cultural Change

Knowledge Management and Best Business Practices

Manage the Enterprise

Description: Centered on a light blue disc edged

Establish Enterprise Portal

Harness Human Capital

TRADITIONAL (Current)

TRANSITIONAL (interim)

TRANSFORMED (Objective)

With a Purpose to support the Army by

- Integration

    - processes, people and technology

- Streamlining

    - processes, policies and architecture

- Changing

    - institutional and operational functions

ENABLED BY………………..

INNOVATION AND INTEGRATION

'WITH A PURPOSE'

Incremental Achievements + Flexibility

Involves People-Processes-Technology

HR IPT Final Report SA/CSA Directive Memorandum
(signed 21 Feb 03)

SA/CSA Directive

➢ DCS, G-1 Lead to implement the decisions

➢ References:
  ➢ Above document
  ➢ Information in HRIPT report staffed in November
  ➢ Transition plan provided to Team
  ➢ Rules and regulations governing the tasks

➢ All documents and deliberations of the team are predecisional/close hold.

➢ Products will be staffed only with appropriate offices and will be protected from disclosure at all times.

➢ Final decisions will be released in accordance with a strategic communications plan.

Establish a HR Command

- Transfer command and control of PERSCOM/ AR-PERSCOM to the new command. Consolidate C2 of all special personnel and professional staff areas.

- Recommend to SecArmy and Chief of Staff, Army geographic location of HR command.

- Recommend alignment of MILPOS

- Complete consolidation of special, personal and professional staff areas based on BPR.

Establish a HR Command

- Transfer G-1 operational missions and resources to HR command and CPOCMA

- Re-engineer 8 life cycle functions - goal is to integrate functions in most cases.

- Complete consolidation based on Business Process Reengineering. Divest non-core activities. Eliminate other designated offices. Civilianize governmental functions performed by military personnel in designated offices.

- Reduce Manpower of consolidated AR-PERSCOM/PERSCOM.

8

Civilian Personnel

- Align CPOCs and CPACs under CPOCMA for resource, policy and admin control. Garrison commander has day-to-day operational control.

- Consolidate CTED and CPFA into CPOCMA and move missions

- Submit plan to transfer C2 of CPOCMA to HR command ASAP.

9

Other Actions

- Prepare CSA guidance to field commanders directing collocation of military personnel and pay functions pending implementation of DIMHRS

- Recommend alignment of USAMAA

- Provide a plan to:
  - Consolidate SES activities in single SES Office
  - Assign to CPOCMA OPCON SecArmy
  - Collocate with GOMO

10

Other Actions

- Submit an implementation plan to accomplish changes specified in workers compensation program.

- Consistent with decisions from the ATLDP, develop a corps of military and civilian HR professionals.

- Establish and activate an HRM Research and Studies Board for FY 04 studies. Ensure Board conforms to G-8 policies, procedures and oversight.

Other Actions

- Establish centralized management of civilian pay.

- Establish a communications working group led by a public affairs officer. Develop and execute a detailed communications plan.

- Conduct feasibility and economic analysis for equipment upgrades in overseas and continental US postal operations. Prepare leadership to discuss with OSD.

Business Process Re-engineering

Re-engineer core functions and processes of the new HR command as identified by the HRIPT and in concert with the deployment of the DIMHRS and PeopleSoft under Personnel Transformation. Address all branches, including JAG, Chaplain and Medical. Work with the Army National Guard to implement consolidation, teaming and integration of those processes identified as practical.

13

Business Process Re-engineering

- Structuring: Consolidate and integrate HR structuring for Active and Reserve military and civilian personnel by the end of FY04.

- Acquiring: Integrate recruiting functions for Active and Reserve military personnel by the end of FY04 Incorporate marketing and advertising for civilians into the Army campaign by the end of FY04.

- Distributing: integrate distribution functions for Active and Reserve military personnel by the end of FY04.

Business Process Re-engineering

- Training and Developing: Integrate individual training and development functions for Active and Reserve military and team with civilian component training functions by the end of FY03.

- Deploying: integrate deployment functions and processes for Active, Reserve military and civilian personnel for the end of FY04.

- Compensating: Integrate compensation functions for Active and Reserve military by the end of FY04; collocate military benefits/incentives counseling with the counterpart civilian organization.

Business Process Re-engineering

- Sustaining: Integrate sustainment functions for Active and Reserve military by the end of FY04 and integrate selected functions for civilians by the end of FY04.

- Transitioning: Integrate transition functions for Active and Reserve military by the end of FY04. Re-engineer processes to incorporate military and civilian into a single retirement "benefits" counseling activity.

Business Process Re-engineering

- Creating the MEO
  - examine "as is" processes
  - determine "to be" process
  - implement change management
    - training plans
    - SOPs
    - communication
  - execute the new processes

Business Process Re-engineering

- Supporting DIMHRS
  - – no new data points as a result of BPR
  - – new processes consider DIMHRS implementation

- We need you!
  - – Clear vision of DIMHRS
  - – Clear vision of EHR

18

Corps of HR Professionals

- Develop cadre of strategic HR professionals who understand multi-component HR
- Based on ATLDP
- Military and Civilian HR professionals
- Use Acquisition Corps model
- Incorporate latest SAW initiatives
- Working group:
  – assess merger of existing HR fields
  – designate critical developmental positions
  – designate critical leadership positions

19

SUCCESS FROM .....

Redesign Business Practices

INPUTS → **PROCESS** → **OUTPUTS**

SERVICES

SOLDIERS
CIVILIANS
CONTRACTORS

Integrated Multi-Component

Transforming into a Most Efficient Organization -- network centric, knowledge based, customer focused, Human Resources Organization

20